

2nd Quarter 2008

The Research & Analysis Dept. of Indiana Workforce Development, in partnership with the U.S. Census Bureau, are pleased to announce the availability of new Local Employment Dynamics (LED) data for the State of Indiana. The eight Quarterly Workforce Indicators (QWIs) are displayed by industry, age group, and gender.

Quarterly Workforce Indicators (QWI) are a set of economic indicators -- including employment, net job flows, job creation, wages, and worker turnover -- that can be queried by different levels of geography -- state, county, metro, and workforce investment area -- as well as by detailed industry, gender, and age of workers. You can query the data directly by using the *QWI Online* tool at <http://lehd.did.census.gov/led/>.

The QWI are built upon wage records in the Unemployment Insurance (UI) system and information from state QCEW (formerly ES-202) data. The universe of QWI data is UI-covered earnings. UI coverage is broad, covering over 90% of total wage and salary civilian jobs.

When QWI employment numbers are compared with other employment data, exclusions to UI coverage should be taken into account. Exempted employment varies slightly from state to state due to variations in state unemployment laws, but generally also excludes many farmers and agricultural employees, domestic workers, self-employed non-agricultural workers, members of the Armed Services, as well as certain types of nonprofit employers and religious organizations (which are given a choice of coverage or non-coverage in a number of states). While this report does not include federal government workers, most state and local government employees are included in the complete QWI database. Data presented here are for the 2nd Quarter of 2008.

What do the QWIs tell us about Indiana's industry workforce?

Total employment in the State of Indiana was 2,866,318 in the 2nd Quarter of 2008 with Manufacturing accounting for 19.0 percent of that total, followed by Health Care & Social Assistance with 12.5 percent. The net job flow (movement into and out of jobs; or job creation minus job destruction) was 51,141 for the state with Arts, Entertainment & Recreation having the highest net job flow of any industry at 16,167 and Educational Services having the next highest net job flow with -15,976.

Indiana employers created 216,517 jobs in the quarter, with 13.1 percent of those being created in Accommodation & Food Services and 10.7 percent in Retail Trade. There were 485,648 new hires and 569,712 separations in the 2nd quarter 2008. Accommodation & Food Services led all industries in new hires and also had the most separations. The turnover rate in Indiana was 10.3 percent, but ranged from 4.7 percent in Public Administration to 20.6 percent in Accommodation & Food Services. Average monthly earnings were \$3,250 for all employees, with a low of \$1,206 in Accommodation & Food Services and a high of \$5,619 in Utilities. New hires earned 69.5 percent of the average for all workers with an average monthly wage of \$2,258, the lowest being in Accommodation & Food Services at \$1,031 and the highest at \$4,649 in Mining.

Indiana Quarterly Workforce Indicators

Industry								
Year	QWI	All Industries	Agriculture,Forestry,Fishing and Hunting	Mining	Utilities	Construction	Manufacturing	Wholesale Trade
2008 2	Total Employment	2,866,318	11,562	6,679	16,271	139,154	544,518	128,976
	Net Job Flows	51,141	1,561	222	50	13,763	-6,316	-39
	Job Creation	216,517	2,096	401	1,136	23,950	17,370	5,650
	New Hires	485,648	2,965	569	784	36,639	43,305	12,709
	Separations	569,712	2,894	576	1,378	38,693	59,022	15,231
	Turnover	10.3%	9.4%	5.5%	5.8%	10.6%	6.4%	7.0%
	Avg Monthly Earnings	\$3,250	\$2,764	\$4,948	\$5,619	\$3,930	\$4,191	\$4,407
	Avg New Hire Earnings	\$2,258	\$2,070	\$4,649	\$4,281	\$3,277	\$3,098	\$3,083

Year	QWI	Retail Trade	Transportation and Warehousing	Information	Finance and Insurance	Real Estate and Rental and Leasing	Professional,Scientific,and Technical Services	Management of Companies and Enterprises
2008 2	Total Employment	325,614	113,622	46,791	96,944	35,524	101,210	31,791
	Net Job Flows	5,392	3,532	-2,078	738	1,390	-1,966	15
	Job Creation	23,246	8,124	2,345	5,271	3,341	6,965	1,029
	New Hires	68,248	16,929	5,060	8,023	6,437	13,239	3,143
	Separations	71,797	18,750	7,755	9,897	6,591	17,739	3,691
	Turnover	11.4%	9.2%	10.7%	7.2%	10.5%	9.8%	8.9%
	Avg Monthly Earnings	\$2,122	\$3,137	\$3,311	\$4,120	\$2,798	\$4,384	\$4,610
	Avg New Hire Earnings	\$1,444	\$2,514	\$2,588	\$3,008	\$2,061	\$3,484	\$3,350

Year	QWI	Administrative and Support and Waste Management Services	Educational Services	Health Care and Social Assistance	Arts,Entertainment, and Recreation	Accommodation and Food Services	Other Services (except Public Administration)	Public Administration
2008 2	Total Employment	160,756	274,029	359,414	40,992	234,469	85,032	113,549
	Net Job Flows	7,370	-15,976	4,212	16,167	6,548	2,250	12,258
	Job Creation	20,665	5,885	19,784	18,217	28,291	7,721	13,484
	New Hires	75,711	18,580	43,465	14,461	86,731	16,025	11,843
	Separations	86,889	45,932	50,445	9,776	96,292	18,454	8,606
	Turnover	20.5%	8.4%	11.1%	17.1%	20.6%	11.6%	4.7%
	Avg Monthly Earnings	\$2,383	\$3,077	\$3,288	\$2,433	\$1,206	\$2,253	\$3,188
	Avg New Hire Earnings	\$1,818	\$1,863	\$2,902	\$1,872	\$1,031	\$1,482	\$2,196

Indiana Quarterly Workforce Indicators

The largest age group, in terms of employment, was 45-54 years old, representing 23.9 percent of total employment. The group which had the highest net job flows was the 14-18 years old demographic, with 31,410 net job flows. The 25-34 years old group had approximately 22.1 percent of the jobs created. The 25-34 years old group was also the category leader with the most new hires at 112,146 and also separations at 136,469. Turnover was highest in the 14-18 age group at 25.0 percent. And finally, workers with lots of experience, those aged 45-54, again took home the biggest paycheck with an all worker average of \$3,909 and \$3,063 for new hires.

Age										
Year	QWI	14-99	14-18	19-21	22-24	25-34	35-44	45-54	55-64	65-99
2008 2	Total Employment	2,866,318	88,549	148,132	173,894	600,172	646,995	685,704	410,681	112,191
	Net Job Flows	51,141	31,410	28,610	5,810	1	-2,803	-3,333	-7,214	-1,337
	Job Creation	216,517	41,283	46,515	27,687	47,817	40,410	36,941	19,986	9,610
	New Hires	485,648	63,751	79,992	56,676	112,146	79,947	59,233	25,592	8,311
	Separations	569,712	44,372	70,716	62,174	136,469	105,139	85,341	47,109	18,393
	Turnover	10.3%	25.0%	23.1%	18.4%	12.0%	9.0%	7.2%	6.8%	8.7%
	Avg Monthly Earnings	\$3,250	\$586	\$1,162	\$1,883	\$2,889	\$3,665	\$3,909	\$3,788	\$2,275
	Avg New Hire Earnings	\$2,258	\$571	\$1,127	\$1,676	\$2,275	\$2,811	\$3,063	\$2,951	\$1,664

There were more males than females in the following QWIs: total employment, net job flows, job creation, new hires and separations. Females led in job creation and turnover (10.8 percent to 9.8 percent). Women's average monthly earnings comprised approximately 62 percent of men's (\$2,483 for women compared to \$3,985 for men). Male new hires earned \$2,659 per month on average, versus \$1,882 for females.

Gender				
Year	QWI	Both	Male	Female
2008 2	Total Employment	2,866,318	1,458,580	1,407,739
	Net Job Flows	51,141	42,276	8,874
	Job Creation	216,517	127,274	100,206
	New Hires	485,648	258,059	227,589
	Separations	569,712	293,976	275,737
	Turnover	10.3%	9.8%	10.8%
	Avg Monthly Earnings	\$3,250	\$3,985	\$2,483
	Avg New Hire Earnings	\$2,258	\$2,659	\$1,882

This information and more can be found on the U.S. Census Bureau's *Local Employment Dynamics* web site. Two tools are available to enable users to query the data by year, quarter, area, industry, age, and gender. The **QWI Online** tool gives access to the eight indicators discussed here, while the **Industry Focus** tool allows more in depth industry analysis using rankings and graphing by demographics.

LED web site: <http://lehd.did.census.gov/led/>
Quick Links: *QWI Online & Industry Focus*